

ACUITY LAW.

EMPLOYMENT

Acuity Law

INSTINCTIVELY COMMERCIAL

Acuity Law is a top ranked law firm offering a business to business legal service throughout the UK. The firm was founded by ex-city lawyers and has offices in London, Cardiff, Swansea and UAE.

Acuity Law is a new style “law company” with a market leading team of professionals, who support clients in a proactive and commercial manner from a technology-based platform.

The firm’s culture is reflected in the quality of service to clients and the speed and precision with which the Acuity Law team gives advice. Acuity Law is proud to have a growing portfolio of fantastic clients and one that is built on long-standing relationships.

The firm’s recent accolades include The Times Best Law Firms of the Year 2020, Law Firm of the Year 2020 at Wales Legal Awards and Law Firm of the Year (Wales) at the Legal 500 Awards.



Employment

EMPLOYMENT PRACTICE AREA EXPERTISE

Employers are confronted daily with a range of human resource issues. For employers with cross-border operations, these issues become even more complex. Managing the commercial pressures of running a business and getting the people part of the business right can be a delicate balance.

We help senior teams and HR professionals at every stage of the employment lifecycle, whether it's immediate operational support as individual problems arise, strategic advice on organisational development or implementing preventative measures and solutions. We also work closely with clients on workforce and performance issues, such as HR audits, in-house training and executive coaching programmes.

Working with FTSE listed companies, SMEs, public bodies and not-for-profit organisations, our clients rely on our technical expertise and pragmatic, no-nonsense advice to help them mitigate risk and achieve their business goals. We also advise individuals on executive service agreements and settlement agreements.

We cover all aspects of employment law and people management:

- Discrimination and harassment
- Employee relations management
- Business transfers, outsourcing and TUPE
- Restructures and redundancies
- Employment tribunal claims
- Strategic workforce and succession planning
- Share scheme and option arrangements
- Employee status and atypical working
- Recruitment and selection
- Pay, reward and benefits
- Mediation and dispute resolution
- Contractual arrangements and policy documents



Employment Team

MEET OUR EXPERTS



Claire Knowles

Key Contact

claire.knowles@acuitylaw.com

+44 (0) 7896 671 817



Yannick Ramsamy

Senior Associate

yannick.ramsamy@acuitylaw.com

+44 (0) 7939 367 741



Adam McGlynn

Solicitor

adam.mcglynn@acuitylaw.com

+44 (0) 7967 784 754

Accolades & Testimonials

WORDS FROM OUR CLIENTS



"The team at Acuity is solutions-focused & extremely collaborative. They provide sound, pragmatic advice that relates to our business, they always go the extra mile."

Chambers UK - 2022 Edition



"Clearly the culture of Acuity is about people, both customers and also internally within the organisation. It's easy to see that this comes from the top of the organisation."

The Legal 500 UK— 2022 EDITION

Expertise

EMPLOYMENT EXPERTISE

- Advising a global engineering group on various contractual issues, policies and procedures, working time regulations, restrictive covenants, industrial action and employment tribunal claims
- Advising a manufacturing company on employment status issues as part of its global operations
- Advising a leading fintech company on settlement agreements and negotiations following a restructure
- Advising a private European investment firm on strategic people management issues within its group companies, including exit arrangements for a number of directors and shareholders
- Advising a premium shower manufacturer on its employee relations, including pregnancy and maternity rights, disciplinary and grievances and a breach of contract
- Advising a global shipping and maritime company on sickness absence management, TUPE, employment status and performance management
- Advising international businesses in the creative industries on sexual harassment allegations, other grievances and an employment tribunal claim for constructive unfair dismissal
- Advising a leading high-tech manufacturer on sickness absence management, dismissal processes and an employment tribunal claim
- Advising a sports business on a restructuring process, TUPE and a disciplinary investigation
- Advising a company in the health and social care sector on staffing issues and complex disciplinary action
- Advising various employers on GDPR compliant policies and procedures
- Advising a local authority on employment tribunal claims over allegations of constructive unfair dismissal, disability discrimination, whistleblowing, victimisation and harassment

Our Services

FULL SERVICE COMMERCIAL LAW FIRM

22 PARTNERS | 100 STAFF | ESTABLISHED 1999

AREAS OF EXPERTISE

- Banking & Finance
- Commercial & Technology
- Competition, Regulatory & Trade
- Corporate
- Creative Industries
- Data Privacy & Cyber Security
- Employment & HR
- Financial Regulation & Compliance
- Health & Safety
- Intellectual Property
- International
- Litigation & Dispute Resolution
- Planning & Environmental
- Real Estate & Construction
- Real Estate Finance

LONDON | CARDIFF | SWANSEA

Contact The Team

GET IN TOUCH



Key Contact

Claire Knowles



+44 (0) 7896 671 817



claire.knowles@acuitylaw.com



acuitylaw.com/expertise/employment

ACUITY LAW.

EMPLOYMENT